

Monday September 30, 2013  
[www.feweek.co.uk](http://www.feweek.co.uk)

**'Any firm that wants to bring in a foreign worker must also train up someone who's a local worker' — Ed Miliband**



Labour leader Ed Miliband addresses shoppers in Brighton on the eve of the Labour Party annual conference



Pic: © PA Images

## Miliband sent 'back to drawing board'

Paul Offord  
@FEWeek

Labour leader Ed Miliband has been told to "go back to the drawing board" with his plans to create 125,000 apprentices.

The proposals — in which companies would be forced to train a "local" apprentice for every foreign worker they take on — were branded "illegal" by Skills Minister Matthew Hancock, who further questioned Labour's claims the apprenticeships wouldn't cost the taxpayer a penny.

He told *FE Week*: "Apprenticeships are hugely valuable in their own right and a partnership between employer, apprentice, and government — it's back to the drawing board I think."

The government on average pays around £2,000 per apprentice, to cover the cost of the college or other training provider delivering the formal vocational learning.

Under normal circumstances, the government would therefore have to fork out £250m for the 125,000 apprentices in Labour's proposal.

Mr Miliband unveiled the radical policy during a walkabout in Brighton, ahead of his party's conference.

And a spokesperson for the party's shadow home affairs team later claimed the entire cost would be covered by employers.

"The companies themselves will be required to provide the apprenticeships, so [there will be] no additional cost to the government," he told *FE Week*.

"We consider that it is incorrect to say it would have to be govern-

ment-funded to be considered an apprenticeship."

But Mr Hancock said Labour was wrong and there was always a cost to the government for apprenticeships.

"It seems like Labour don't understand the basics of how apprenticeships work," he said.

Mr Miliband first explained the details of the policy to the Sunday Mirror, on September 22.

He said: "We're going to say to any firm that wants to bring in a foreign worker that they also have to train up someone who's a local worker, training up the next generation."

"We think that can create up to 125,000 new apprenticeships over the course of five years. That is a massive boost in skills for our young people and that is really important."

The statement appeared to

suggest firms with more than 50 employees would be forced to take on British-only apprentices.

However, Mr Hancock poured scorn on Mr Miliband's plans that afternoon via Twitter, claiming efforts to limit apprentices to the UK would break European law.

He expanded on the point during a debate on FE, hosted by *FE Week*, at the Labour conference.

Mr Hancock claimed the policy was an "unworkable gimmick" and said: "With regards to this idea for every non-EU migrant a company employs, they should employ a British apprentice, that didn't sound like it fitted with European Union law to me, so I sought legal advice."

"The government legal advice was very clear — that it is illegal under European Union law."

Labour then appeared to alter its

stance over the course of the week.

The party's shadow home affairs team claimed on Wednesday that Mr Miliband actually meant companies could employ an apprentice from any European Union country.

He said: "In accordance with existing practice, we have never intended to limit apprenticeships to UK nationals."

"But the evidence shows 92 per cent of existing apprenticeships in the UK are taken up by UK nationals and an even higher percentage by locals."

"Exactly the same will apply to these new apprenticeships and it's extraordinary the Tories have set their hearts against additional apprenticeships at a time when a million young people are out of work."

See editorial on page 4

### Employability: your key to success

Unlock potential and open doors to boost future employment and skills

GET ON: the right learning programme

- Skilled for Life
- Traineeships
- Study Programme
- WorkSkills
- Functional Skills

GET IN: to Apprenticeships, work and learning

- BTEC Apprenticeships
- BTEC Higher Apprenticeships
- A wide range of vocational programmes, NVQs and customised qualifications

### Contact us

To receive a free copy of our employability pack, with an overview of Pearson products and services:

Call us on: 02476 518976  
Email: [wbl@pearson.com](mailto:wbl@pearson.com)



## Edition 76

FE Week is the only newspaper dedicated to news, analysis, jobs and fun in the FE sector.

And tweet us your thoughts @feweek or with the hashtag #feweek


Editor: Nick Linford  
Deputy editor: Chris Henwood  
Sub editor: Paul Offord  
Senior reporter: Eleanor Radford  
Reporter: Rebecca Cooney  
Head designer: Nicky Phillips  
Operations: Shane Mann  
Sales executive: Hannah Smith  
Administration: Victoria Boyle  
Financials: Helen Neilly  
Contributors: Stephen Gardner  
Rob Wye  
Lynne Sedgmore  
Anne Nicholls  
Mark Corney


For an annual subscription to FE Week for just £75 visit [www.feweek.co.uk](http://www.feweek.co.uk) and click on 'subscribe' at the top of the page.


If you are interested in placing a product or job advert in a future edition please click on the 'advertise' link at the top of the page on [www.feweek.co.uk](http://www.feweek.co.uk) or contact:


E: [hannah.smith@feweek.co.uk](mailto:hannah.smith@feweek.co.uk)  
T: 020 81234 778

## Top Labour conference tweets:

 @UKLabour  
We're going to end the abuse of zero hour contracts - if you work regular hours, you should get a regular contract. #lab13

 @jgro\_the  
@JMorganTHE the 'hire an non-EU worker/hire an apprentice' line really shows where Ed's at, re tertiary education, #lab13

 @tomstannard  
Gathering #lab13 education debate a tad underwhelming against backdrop of #learningforchange opportunities proposed via @NIACEhq

 @StuartLobb  
Ed is like my old college lecturer, you paid attention during the seminar, but when you walked out the door you forgot what he'd said #lab13

 @SallyLongford  
All my colleagues in #HighPavement 6th Form College will be delighted at the commitment to restore AS Levels #lab13

Learning & Skills Events,  
Consultancy and Training Ltd  
161-165 Greenwich High Road  
London SE10 8JA  
T: 020 8123 4778  
E: [news@feweek.co.uk](mailto:news@feweek.co.uk)

## Agency staff facing axe

Eleanor Radford

@EleanorRadford

More than 1,000 Skills Funding Agency staff are facing an uncertain future after workers were warned of job cuts in response to the "Civil Service Reform Agenda".

The agency is planning to "restructure" in two phases, initially losing at least 17 members of its 44-strong senior team.

The first phase is expected to be finished by January, when the reduced senior team will then "design" the structure for the rest of the organisation — leaving the agency's 1,200 staff uncertain of their jobs.

"At this stage no firm decisions have been made as to the scope and scale of phase two reductions. This will be confirmed during 2014," an agency spokesperson told FE Week.

The agency, which delivers £4.1bn of skills training through contracts with more than 1,000 providers, is based in Coventry. It has 13 offices around England.

Industrial officer for the Public and Commercial Services union Tony Conway said: "They're [the agency] saying to us they're not planning to close offices because the leases are not up for renewal until 2015 and later. They're saying they will be flexible if offices do close in how people work, but it's very early days."

However, he added: "We're not totally convinced the agency can deliver with that size of staff reduction."

The announcement was made to staff on Monday (September 23) through a weekly communication and was discussed further at the agency's annual all-staff meeting two days later.

"As part of our response to the Civil Service Reform Agenda and the changing landscape in the funding of adult skills we are restructuring the agency," said the agency spokesperson.

"We have told staff and just started the process to reduce the agency's senior team by more than 35 per cent. This should be completed by January.

"Once this new, smaller senior team is in place they will then design the structure for the rest of the organisation (phase two) and this should be completed in time for the start of the next spending review (2015-16)."

The Civil Service Reform Agenda, launched in July 2012, is the government's plan to reorganise the civil service, making it "more skilled, digital and unified".

"Many areas of the civil service are moving towards digital access [through IT systems] and that's happening at the agency," said Mr Conway.

"They're saying they don't need to talk to people directly, over the phone or face-to-face. They're saying they can do it digitally and follow-up any questions by phone calls."

He added: "You end up with faceless bureaucrats."

In November 2011, FE Week reported how more than £17m would be spent on voluntary redundancy packages for hundreds of agency staff in a bid to cut long-term costs.

And in April, Business Secretary Vince Cable wrote to the agency warning that its administration budget, which includes salaries, was expected to drop £8m, to just under £85m for 2014-15.

Previous grants funding letters show that from 2012-13 to 2013-14 there was a drop of nearly £9m, to almost £93m.

## FE Week news in brief

## Chief hunt goes on

The Education and Training Foundation received 25 applications for the post of chief executive, FE Week can reveal.

The deadline for the job, currently held as an interim post by Peter Davies, passed on Sunday, September 22.

A spokesperson for the foundation, the FE sector's self-improvement body, said: "We have had a good response to the recruitment with a range of strong candidates from within and outside the sector." She added that shortlisting for interview was under way.

## College seeks partner

Kidderminster College has invited expressions of interest in a merger with colleges and other education and training providers.

It has published a document, Proposed Merger — Expressions of Interest, that sets out the criteria against which potential merger partners will be assessed.

Principal Andy Dobson said: "The best way of realising our big ambitions is to merge with one or more suitable partners."

Possible partners have until the end of next month to submit proposals.

## Nine in A4E fraud case

Six women and three men have been charged over allegations of fraud at training provider Action 4 Employment (A4E).

The Crown Prosecution Service said the charges related to the period between 2009 and 2013.

The nine are due to appear before Slough Magistrates' Court next month.

They are charged with a total of 60 offences, including conspiracy to defraud, multiple counts of forgery and making and possessing articles for use in fraud.

## 24+ loan applications up 46 pc

Rebecca Cooney

@RebeccaKCooney

Nearly 16,000 people applied for the 24+ Advanced Learning Loan in August, up 46 per cent on the number of applications made in the previous month (10,772).

Data Service figures further revealed just under half of the 34,700 loans applications since the programme launched in April were submitted in last month alone (15,725).

Boston College funding and registry data manager Fiona Wrisberg (pictured) said: "The student response and uptake has been positive — it's been far better than we thought."

The 24+ Advanced Learner Loan system was proposed in the government's 2011 report New Challenges, New Chances.

Before the system's introduction, the government subsidised 50 per cent of the cost of adult courses, with learners paying the rest upfront. Now, learners aged 24 or over can pay for a level three or four course with a loan, repaid when they are earning more than £21,000.

Loans for access to higher education

courses do not have to be repaid if the student progresses to university, which Ms Wrisberg (pictured) said may explain the loans' positive reception.

"I think it's actually encouraged people to come and do the qualification, particularly for access," said Ms Wrisberg.

Of the 15,725 loan applications in August, 37 per cent (5,812) were for access to higher education courses. It brings the total number of such loans applied for up to 14,720 — 42 per cent of all loans.

Association of Colleges assistant chief executive Julian Gravatt said: "Colleges have worked hard to ensure people know the strengths and weaknesses of the loans. Some 35,000 applicants is a sign these efforts have worked in some areas but there are some short-falls."

Just 77 loans for apprenticeships have been applied for since the scheme began — 52 in August. The figures are dramatically below government forecasts, in which around 25,000 applications for apprenticeship loans were expected this academic year.

During an FE Week webinar on Thursday

(September 26), Skills Minister Matthew Hancock said: "Apprenticeships, as opposed to other vocational training are less tied to the September year... I will keep my eye on it." Association of Employment and Learning Providers chief executive Stewart Segal (pictured) said the apprenticeship figures were "no surprise", but called on the government to investigate.

"Apprenticeships are different... therefore the purpose of loans does not fit the whole structure," he said. "It's damaging the apprenticeship system... just as we begin to create creditability we are losing it at the top end."

David Hughes, chief executive of the National Institute for Adult Continuing Education, said the loans system was "broken" for apprenticeships. He suggested writing off loans for students who went on to higher apprenticeships, as with access courses.

"We have been concerned about how loans would work in financing apprenticeships and have repeatedly called for government to take specific action to ensure advanced and higher apprenticeships remain a viable option for adults aged 24 and over," he said.

"This is something the country simply





# Charge for 16 to 18 training not ruled out

Shane Mann

@ShanerMann

Skills Minister Matthew Hancock (pictured, right) has refused to rule out the possibility that employers may have to pay towards the cost of training for 16 to 18-year-old apprentices.

In a webinar from the Department for Education, and in partnership with *FE Week*, the minister spoke to an online audience of around 500 about the government's consultation on funding reforms for apprenticeships.

The consultation, launched in July by the Department for Business, Innovation and Skills, proposes three potential funding models — each of which would result in employers paying towards 16 to 18 apprentice training. At the moment this is entirely funded by the government.

Mr Hancock said: "Apprenticeships are an all-age programme. So the consultation document was written as an all-age programme.

"We are looking at the whole system from 16 up — we are not ruling it [mandatory employer cash contributions] in or out.

"The big picture question is how we fund apprenticeships in the future and apprenticeships are from 16 upwards. That's the reason



the consultation asks the question."

The webinar, Mr Hancock's third with *FE Week*, took place on Thursday, September 26. It was presented by *FE Week* editor Nick Linford (pictured, left), who interviewed the minister for nearly half an hour, covering the issue of apprenticeship funding reform.

The first reform proposal within the consultation is for a direct payment model to the employer and the second is for a system

where government funding is recovered through the PAYE system by the employer.

Under the third model, government funding would continue to be paid to training providers.

All three proposals include an employer cash contribution, who would also negotiate the price of training with the provider.

Stewart Segal, chief executive of the Association of Employment and Learning

Providers, following the minister in the webinar, said: "This [cash contributions for 16-18 apprenticeships] is probably the most central area of concern in the whole system.

"I was hoping that because of the lack of detail provided, they would leave this out. I'm not sure the minister made it clear this was something they were considering."

Mr Segal added he thought the idea of asking employers to contribute towards 16 to 18 apprenticeship costs was "crazy".

During the hour long webinar, Mr Segal also provided the preliminary results of an association survey on the reform proposals.

He said that, as of September 6, the survey indicated 73 per cent of respondents did not think any of the three options would improve the funding system. Meanwhile, 68 per cent of employers' responses showed they did not think any of the three options would improve the funding system.

However, if one option had to be chosen, 97 per cent would go for the third option, 11 per cent opted for option two and only three per cent went for the first option.

Among employers, 81 per cent of those who responded said they would choose option three.

The ten-week government consultation ends on October 1.

## Mixed welcome for older apprenticeships 'policy shift'

Chris Henwood

@Chris\_Henwood

An apparent shift in FE funding policy that could see a rise in the number of 24+ apprentices has received a mixed welcome.

In March last year the agency said, in its 2012/13 final allocations methodology briefing note, that it would "not award any growth" for older apprenticeships.

But an agency spokesperson confirmed to *FE Week* that it was now "accepting" providers' requests for more money to deliver apprenticeships for 24+ learners.

However, a spokesperson for the Department for Business, Innovation and Skills (BIS) denied there had been a change in funding policy, saying apprenticeships "remain an all-age programme".

Nevertheless, the apparent shift to accept older apprenticeship funding requests was welcomed by Unionlearn, the education arm of the TUC, but its spokesperson added: "We are concerned that many current apprenticeships for adults are little more than accreditation of the work they are currently doing and contain little in the way of progression."

Just five months ago Business Secretary Vince Cable (pictured) wrote to the agency explaining how he wanted younger apprentice numbers boosted. He did the same last year.

But three weeks after his most recent let-

ter, the agency said its priority was funding apprenticeships at all ages — and it has now produced a new form in which extra cash for 24+ apprenticeships can be requested.

The BIS spokesperson told *FE Week*: "As a result of simplifying the funding system across FE we have introduced greater freedoms and flexibilities for colleges and providers.

"This will put them in a better position to respond to the needs of learners, employers and communities to whom they are becoming increasingly accountable."

The agency invites providers at the end of quarters one, two and three to ask for additional funding for their programmes. The 'additional' funding is cash allocated to independent learning providers that hasn't been spent and so is moved around the wider FE and skills system, including colleges, to meet demand.

Julian Gravatt, assistant chief executive at the Association of Colleges, said: "We won't know for a few weeks whether there is any money available to meet these requests but it is sensible for the agency to standardise and formalise this process."

Stewart Segal, Association of Employment and Learning Providers, said: "We support

the need to respond to all age growth in the programme, but we assume that business cases where additional 16 to 24 apprenticeship starts are planned will get first priority."

In June, *FE Week* reported on fears at the Department for Education that 16 to 18-year-olds were being squeezed out of potential apprenticeships by "competition" from older applicants.

And in July, *FE Week* reported how the number of 16 to 18 apprenticeship starts was falling against the backdrop of a boom in the overall numbers — from 457,200 in 2010/11 to 520,600 last academic year.

Tony Dolphin (Pictured), chief economist at the Institute for Public Policy Research, said: "This government — as did the previous one — is making a lot about big increases in overall apprenticeship numbers, but the group for which apprenticeships really should apply is seeing numbers falling."

He added: "The risk, given we're in a world of limited funding, is that if there is more money available for older apprentices, then there will be less available for younger people.

"It's a weakness of the vocational education and training system in general that the government sets targets for the numbers of qualifications and asks these quangos to deliver those targets and the targets then go to providers to find ways of delivering them."

## Veil ban principal set for retirement

The principal of a Midland college at the centre of a row this month over the use of veils is to retire.

Birmingham Metropolitan College principal Dame Christine Braddock (pictured) will step down at the end of the current academic year, after 17 years in the post. The announcement comes just weeks after the college hit national headlines over a college security policy preventing learners from wearing a niqab, which was branded "disgusting" and discriminatory.

The policy was later amended with the college facing mounting criticism.

A college spokesperson said Dame Christine's retirement at the end of the year had been planned since Easter — before the veil row and it was "absolutely not" linked.

Birmingham Metropolitan's new corporation chair, Steve Hollis, said: "We will begin the search for a successor to Dame Christine."

He added she would continue until the end of the year to support her successor and ensure "a smooth, orderly transition".

The eight-year-old rule forbidding niqabs — a veil with a thin slot for the eyes — also meant hoodies, hats and caps were banned, so individuals were "easily identifiable at all times".

A college spokesperson said Dame Christine was unavailable for interview following her retirement announcement.





## Editor's comment

**Buy one foreign worker, get an apprenticeship (not for) free**

It's right to look for policies that might increase apprentice numbers.

But employers should be looking to take apprentices on because they see the value in doing so.

Forcing firms to take on an apprentice and to pay their wages and also training costs is the wrong way to do it.

How would you feel if your boss only took you on because they had to?

I would be worried about my long term employment prospects. I would also have grave doubts about the amount of time and money that was going to be invested in my training.

And, of course, this policy proposal is wrapped up in anti-immigration rhetoric with the new apprentice getting a job simply because their boss had taken on someone from outside the EU.

It's a shame Labour decided to saddle the future of apprenticeships with such a divisive policy when the guiding ethos of FE has always been one of inclusion.

All in all this seems to be a bad idea.

Bad for employers, employees and FE.

Nick Linford, editor

## Correction

You know we're scraping the corrections barrel when we're trawling through captions for an error — and for us that's no bad thing.

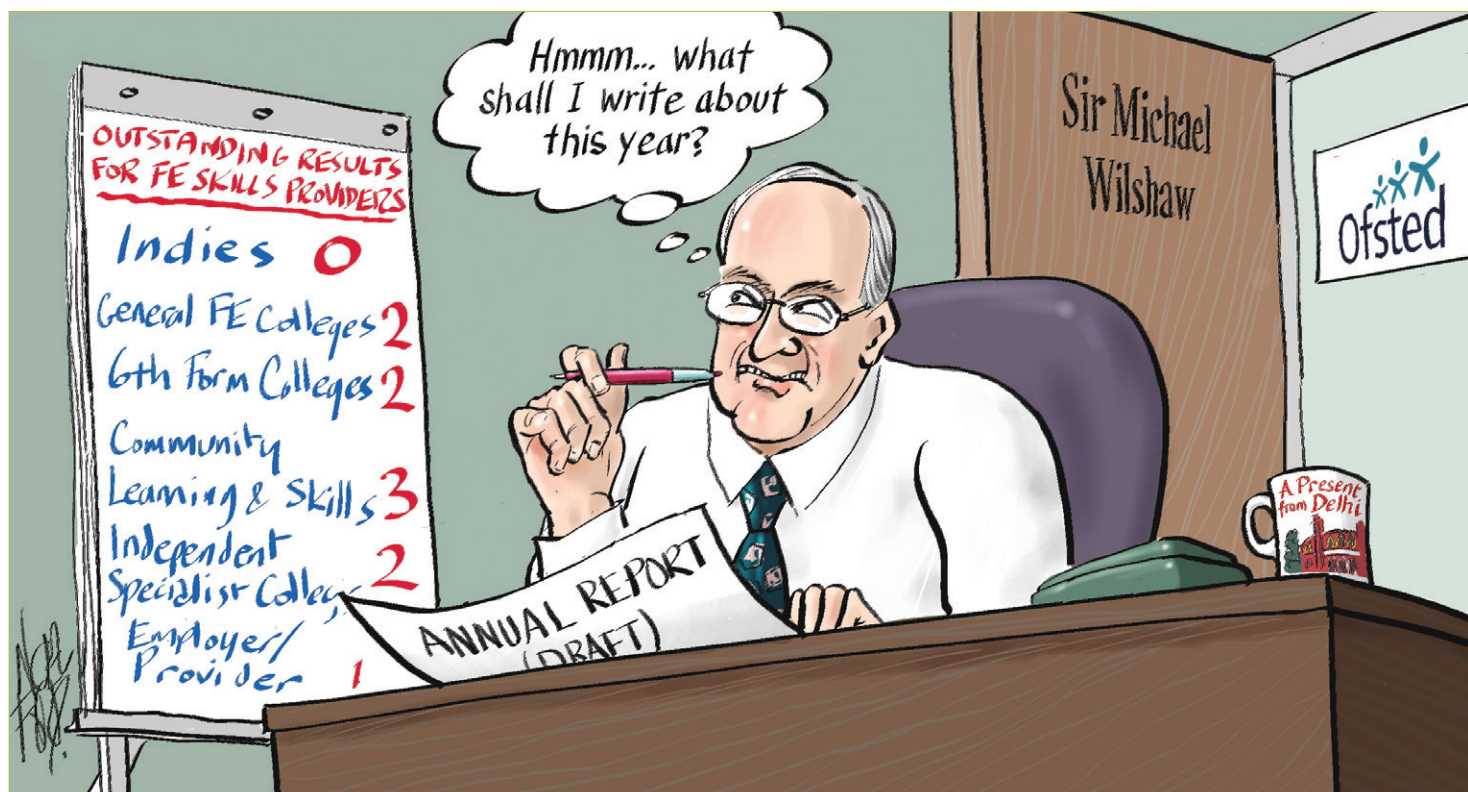
So we turn to page 12 of our last edition, where the first four of our 11 campus round-up pieces found themselves.

A tale about City and Islington College student Khadejah Al Harbi getting a civil service apprenticeship read like a dream.

But the picture caption was lacking the necessary capital letters when it said the 18-year-old had accepted the post at the "cabinet office".

**Have you spotted something wrong with this edition of FE Week?**

If so, feel free to tell us about it, including the page number and story headline, and explain what the problem is. Email us at [news@feweek.co.uk](mailto:news@feweek.co.uk) with Corrections in the subject line.



## The wait for an outstanding indy goes on

Chris Henwood

@Chris\_Henwood

After 131 Ofsted visits, independent learning providers (ILPs) are still waiting for their first outstanding verdict under the education watchdog's current common inspection framework.

The sector has failed to achieve a single grade one result since the start of the last academic year, when the new framework was put in place.

But across the wider FE and skills sector up to July — from more than 320 inspections — there were 10 outstanding results under the new framework, including two for general FE colleges and two for sixth form colleges.

The last ILP to achieve a grade one was Hillingdon Training Limited, in Ruislip, Greater London, in October last year, when it had around 430 learners.

It had been inspected under the previous framework, introduced in September 2009 and under which there had been 21 ILPs graded as outstanding.

Stewart Segal, chief executive of the Association of Employment and Learning Providers, said: "The new inspection framework is only a year old and providers need time to work with Ofsted to understand the standards

and deliver the service to customers that meets those standards."

He added: "Teaching, learning and assessment is a key part of the new framework and it is important that providers are able to demonstrate good practice when delivering in the wide variety of work-based locations."

Under the current framework, Ofsted inspectors have dished out a dozen inadequate ratings to ILPs, the most recent of which came for Bury-based Training For Travel on September 20. It was the first and, as of Wednesday morning (September 25), only inspection result for the sector this academic year.

The 2,000-learner provider also got grade four results in each of the headline inspections fields having earned a grade three result following its last inspection, in December 2009.

Its chief operating officer, Beverley Platt, said she was considering an appeal against the grade four result, but declined to comment further.

Meanwhile, under the current inspection framework, there have also been 54 grade three, or requires improvement, judgments against ILPs along with 65 at grade two, or good.

But with around two months to go before Ofsted boss Sir Michael Wilshaw's annual

report comes out, many in the sector will be hoping for a grade one result soon having seen colleges come under heavy fire in last year's report. The chief inspector said government needed to "shine a spotlight" on the FE sector, pointing to a threefold increase in the number of colleges graded as inadequate — from four in 2010/11 to 13 the following year.

Nevertheless, Mr Segal remained upbeat about the ILPs and said the association was looking to run a pilot course aimed at improvement.

"Despite the newness of the framework, it looks as if more than 30 per cent of providers have improved their grades and only 16 per cent have had worse grades," he said.

"As always, any provider getting worse grades is one too many."

He added: "We are currently working on a programme that builds the capacity to improve in the sector."

"We hope to run a pilot programme with providers that need to improve by the end of the year."

An Ofsted spokesperson confirmed there had been no ILPs graded as outstanding under the new inspection framework.

However, she said Ofsted would not comment on the sector ahead of the annual report's publication.

## Your comments on our big stories

### Exam talks over Ramadan clash fears

Why is reasonable adjustment always just one way?

Phil Rice

### Colleges win meal deal, indies miss out

Can't believe @matthancockmp @nick\_clegg get it so right and so wrong

@Mikecoxone

### Kwik Fit's unpaid traineeship branded 'unacceptable'

@kwik\_fit Since my taxes already pay for your trainees, you won't be needing my custom for your profits, will you?

@JohnLyons15

**Have you got something to say about FE or one of our stories?**

Email us with Comments in the subject line at [news@feweek.co.uk](mailto:news@feweek.co.uk) or leave a comment on our website [www.feweek.co.uk](http://www.feweek.co.uk)

Or, you can write to us at *FE Week*, 161-165 Greenwich High Road, London SE10 8JA.

Full contact details should be provided and can be withheld by *FE Week* upon request.



FE Week profile

# Margaret Sharp ~ her story

Eleanor Radford

@EleanorRadford

**Lady Sharp, the Liberal Democrats' education spokesperson in the House of Lords, talks to FE Week**

There can't be many places better than the House of Lords to hold an interview.

Lady Sharp and I talk beneath paintings of seminal battles and her knowledge of our surroundings shows she is an academic through-and-through.

A Cambridge economics graduate, who has penned papers in science and technology and is fluent in French, the Liberal Democrat has a passion for many things.

Our conversation sweeps from Keynesian economics to the lack of political action on global warming, but the 74-year-old is also a champion for FE.

"Remarkably few people know anything about FE in the House of Lords," says the life peer, who worked with former Tory Education Minister John Hayes, helping lead colleges to independence in the 1990s.

"I became very aware of Britain's skills deficit but the problem was the curriculum we served-up which put many off education.

"I think the school curriculum, adapted basically from the grammar school curriculum, is really only suitable for 50 per cent, but in FE colleges, learners suddenly discovered there were things they could do well and got pleasure from doing. I will always champion that."

As the leader of a policy group which produced the paper Quality, Diversity and Choice, she was widely attributed as masterminding the Liberal Democrats' rejection of top-up fees for universities. This has since become party policy and contributed to the party's success in taking a number of university seats at the 2005 general election.

But she admits her ideas have "not got anywhere".

As well as campaigning against top-up fees, she tried to introduce a graduate tax, but says: "I failed to convince even my own party on the matter."

Nevertheless, her resolve to push for state-funded education continues.

She says she feels most passionately about trying to maintain the adult skills' budget and getting rid of 24-plus advanced learning loans, introduced in April.

"I think FE loans will be a disaster, especially for access courses," says Lady Sharp, who lives in Guildford.

"We need to encourage, not discourage, older people to reskill and upgrade."

She admits even during her schooldays she could see how different types of education affected those around her.

Her family finally settled in Tonbridge, Kent, in the 1950s, after years on the move due to her father's war-time posting in the Royal Air Force. What left its imprint on her was a judgemental society.

"With four children, there was no question of

going to private school," says Lady Sharp, who attended Tonbridge Grammar School.

"If you'd gone to the public school, you were socially accepted in Tonbridge and if you hadn't, you weren't to some extent. It was this atmosphere of social divisiveness I didn't like.

"I was very proud of the schools I'd gone to and I had much more sympathy with the Labour Party."

She carried that feeling to Newnham College, at Cambridge University, where she had a place as one of 1,000 women among 10,000 men.

"I took everyone by surprise getting into Cambridge and remember feeling very worried it would be full of vastly superior public school people, but actually there were many people just like me," she says.

"This was 1957 and I was in an all-women's college. There was a curfew, but it was great fun and one was much sought after as a woman. The social opportunities were endless, but it could be awkward climbing through windows if you arrived after the curfew."

It was during these years that she first joined the Labour Party, but admits she was "rather intimidated" by the socialism of the club.

After graduating, she completed her civil service exams and worked on the board of trade dealing with overseas territories and it was here she met her husband of 60 years, Tom.

When the couple returned from America, where Tom was posted as a diplomat, and she took a guest fellowship researching state education at the Brookings Institution think tank in Washington, she decided to change tack and joined the Social Democrat Party (SDP).

## "Few people know anything about FE in the House of Lords"

"When I came back home [in the late 1970s] Britain was in economic trouble and the Labour Party had gone loony left in my mind," recalls the economist, who years earlier had become a lecturer in the subject at the London School of Economics, after the birth of her daughters, Helen and Elizabeth.

"I found the party ran their meetings late in the evening and told members how they would vote. It was Bolshevik-style politics and everyone wanted to nationalise absolutely everything. What I was looking for was what Germany had a social democratic party – so I



Lady Sharp (inset) reading a story to her daughters, Helen (left) and Elizabeth, in 1970

joined the SDP."

It was those years across the pond, carrying out the duties of a diplomat's wife, that she first discovered she could influence people.

"I did a lot of entertaining — dinner parties with between 10 and 35 guests every week," she says.

"Tom's job was to get to know the Americans, sorting out issues such as getting rights for Concorde to fly.

"I soon learned I could inspire people and ended up as chair of a sixth form council. They were quite happy with me, a temporary alien in their society."

When she returned home, she was selected to stand in Guildford by the SDP in the 1983 general election and fought three further elections.

She was the first woman the party had ever selected.

When I ask what they saw in her, she answers quite frankly: "Let's face it; I'd lectured; I'd run voluntary organisations; written papers for

cabinet ministers. I was prepared to put in the leg work — I was a very good candidate."

But it wasn't long before she decided the party was "all chiefs and no Indians, with no-one willing to go out on the doorsteps", so she moved to the Liberal Democrats, gradually squeezing a 20,000 majority down to 4,500, preparing the way for Liberal Democrat Sue Doughty's victory in 2001.

On the national scene, with her new party, she played an active part in policy making, and for several years was vice-chair to Paddy Ashdown on the party's main policy committee.

Since the early 1980s, Lady Sharp has also worked with the Science Policy Research Unit at the University of Sussex, helping with the early development of biotechnology and encouraging investment in science, work she says she is most proud of.

Being made a life peer in 1998 was something she says she relishes, but "never expected".

"I think the Lords makes a good contribution," she says.

"In the Commons, very few amendments get through because the whips are so strong. Because there's no controls in the Lords, the procedures are more democratic."

You can see how Lady Sharp engaged her first audiences around those dinner party tables in America all those years ago.

She takes me on my own whistle-stop tour around the Lords, stopping at the Royal Gallery and Robing Room, talking through the history of every feature.

She even invites me back for scones and tea.

### It's a personal thing

**What's your favourite book?**

The Unbound Prometheus, by David Landes

**What did you want to be when you were younger?**

A farmer

**If you could invite anyone to a dinner party, living or dead, who would it be?**

Tony Judd [philosopher and writer], Barack and Michelle Obama

**What do you do to switch off from work?**

I love to potter around the house, cooking and gardening

**What is your pet hate?**

Incompetence, especially on huge issues such as climate change, where the world has known about it for such a long time and done absolutely nothing



## FE Week experts

# Building a good reputation for work experience

After *FE Week* revealed last week that Kwik Fit was looking to take on unpaid trainees for up to five months, Stephen Gardner explains why national standards to safeguard learners are needed.

With study programmes, traineeships and many local initiatives aimed at helping unemployed people into paid employment, this will become an increasingly important debate in the coming years.

The question has no simple answer, but I am very clear — well organised, supportive work experience provides an invaluable opportunity and we need many more employers to offer it.

Work experience should be voluntary — an individual willingly participating with the aim of finding out what it is actually like to work in a potential career.

It should be well chosen, providing experience in a job role and sector of interest to that individual.

It should be well-planned, allowing the individual to gain usable skills and an insight into possible futures from those already in employment.

It must involve learning — techniques, skills and behaviours that will really help them secure employment.

And it must involve fair and honest feedback — a realistic appraisal of the skills the individual has and does not have, letting them know what they need to do to find employment

in their chosen field.

These criteria must be built into all work experience.

There should also be a fair financial arrangement between the funded organisation and the individual.

This will vary from case-to-case but in the recent Kwik Fit example, where the employer is funded by the government, I would expect a fair arrangement to see the employer pass on some of the funds to the individual through expenses or a bursary.

**“There should be a fair financial arrangement between the funded organisation and the individual”**

This would be a fair sharing of the commitment, costs and funds involved.

Where providers receive the funds, I would expect providers to allocate funds for the individual's expenses and possibly offset employers' set-up costs.

So why should employers get involved? Isn't



the recent hiatus surrounding “workfare” a good reason not to offer unpaid work experience?

I strongly disagree with this argument, but only if we are talking about a fair, good quality experience.

Fundamentally, work experience must involve some “productive” work, but in a good quality experience the main focus should be learning.

The time spent by existing employees organising the placement, supporting the individual feedback and giving feedback to the individual and the provider will vastly exceed any economic benefit.

Ideally, employers will consider work experience as the early stages of recruitment — this is what the individual participating and the government hopes.

Employers with an apprenticeship scheme may consider work experience an extended interview, much like the unfortunately misnamed programme “The Apprentice”.

Many though, will offer work experience because they genuinely want to help.

Let's not forget that “employers” are made up of individuals, many of whom got their first chance through work experience.

If there are to be enough placements, employers need to be assured they can offer work experience without adversely affecting their business through cost or loss of reputation.

Providing work experience must be straightforward and easy to put in place.

Recent clarifications on health and safety and insurance requirements are welcome and providers have a role in helping employers implement a good quality programme.

The biggest hurdle is to establish a good reputation for work experience.

The new national standards for work experience will help, by defining good quality work experience that helps individuals find paid employment, accrediting only providers and employers who offer this, and providing a means for young people to complain where standards are not met.

They have the potential to ensure work experience is an invaluable opportunity and not exploitation.

*Stephen Gardner, chief executive, Fair Train*



**Rob Wye warns Labour's plans for more employer-involvement in apprenticeship schemes could actually put many businesses off taking on trainees.**

The Husbands Review of Vocational Education and Training aims to “address historic weaknesses in skills development and training to improve the country's competitiveness”.

It identifies issues that have hindered the quality and quantity of apprenticeships in the UK and proposes a series of changes to narrow the gap between the supply of, and demand for, high quality apprenticeships.

The review also aims to ensure the outputs of apprenticeships are firmly focused on ensuring “young people leaving school are better prepared for the world of work through high quality vocational education”.

Given the level of youth unemployment in

## How much involvement do employers really want?

the UK, the proposal to “demote” level two apprenticeships is puzzling.

If apprenticeships are to be seen as equivalent to university education, it stands to reason entry requirements should be the same — therefore level three, or A-level.

However, whereas universities require a high level of attainment from the outset, learners often enter the workplace at a lower level and progress throughout their lifetime.

**“Meeting the needs of everyone involved is nigh on impossible”**

A significant percentage of job roles in the UK are at level two.

These roles need skilled workers to fill them. If employers can only accept level three learners on apprenticeships, this may lead to a rise in overseas learners filling skills gaps, which would defeat the object of up-skilling Britain's workforce.

As is too often the case, a broad-brush approach has been applied, not taking into account sectors such as health and social care where level two roles are not only plentiful, but vital.

Justifying the proposal by saying “that's

what they do in Germany” holds little weight, given the differences in early years, with primary and secondary education.

Also, more German learners are attaining a higher secondary qualification than in the UK (based on research from the Organisation for Economic Co-operation and Development) and are eligible to enter apprenticeships at level three.

The review suggests a “something for something” deal that gives employers more control over funding and standards, in return for creating more high quality apprenticeships.

While it is universally agreed that employers need to be more actively involved in the design of apprenticeships to ensure their continued buy-in, caution is required if the “something for something” philosophy doesn't translate as “you do more and then pay more”.

It must be remembered there is a high level of satisfaction among employers with current apprenticeship arrangements.

Government research highlights that 60 per cent of employers rate their experience of apprenticeships at least eight out of 10, so a tweak to the current system may be more beneficial than wholesale change.

The issue the review fails to address is how much involvement employers actually want.

The harsh reality in tough economic times is businesses want the highest possible output for the least investment.

Employers already invest a significant amount of time, effort and money into ap-

prenticeships.

Asking them to design their own frameworks, procure and pay for their programme (as the Richard Review proposes), then offer even more support over the mooted minimum two or three year duration will only serve to make apprenticeships a less viable option.

Saddling employers with additional administration and cost will inevitably lead to a fall in the number of apprenticeships offered.

Also, giving employers the ability to negotiate apprenticeship contracts will see some training providers cutting corners to deliver training within a significantly reduced budget, thereby damaging the quality of apprenticeships.

Meeting the needs of everyone involved is nigh on impossible.

Rather than the government issuing consultation after consultation on reforming different aspects of the programme, now is the time for a broad range of employers, sector representatives, funding agencies, awarding organisations and government departments to work together.

They can build a world class apprenticeship programme that provides a wide range of learners with the opportunity to develop skills and knowledge, and employers with the skilled workforce that enables British industry to compete with the very best.

*Rob Wye, chief executive, Council for Awards in Care, Health and Education*



## FE Week experts

# Crossing borders to learn college lessons

**The 157 Group has spread its wings beyond England to take on colleges from Wales, Scotland and Northern Ireland. Lynne Sedgmore explains why.**

I am very pleased that we have announced in recent months the arrival of Belfast Metropolitan College, Coleg Cambria and Aberdeen College as the newest members of the 157 Group.

These large, successful and prestigious colleges are our first members outside England, and you may ask why we have chosen to expand in this way at this time.

When 157 was first set up, it was to enable leading principals, and their colleges, to raise the profile and reputation of all colleges and influence policy.

We took the decision that membership should never expand beyond the 30 mark, to make sure we could continue to hold meaningful discussions with everyone around one table.

Anyone who has ever been to a 157 Group meeting would, I think, agree the discussions we have are meaningful, expansive, challenging, inspiring and, increasingly influential.

So much so, it seems, that I am regularly approached by colleges wanting to join us.

Over recent months and years, these approaches began coming not just from colleges in England.

Principals across the UK were interested in the work we have done, for example, on vocational teaching and learning, and saw the way we have included colleges beyond our own membership in many of our projects and initiatives, for the benefit of the whole college sector.

The 157 Group exists to serve its members and be at the leading edge of the sector.

We have always been, and remain, committed to doing this on three levels.

Firstly, through thought leadership — setting out visionary, challenging and radical agendas for how things might be done differently, and better, in the future.

Secondly, through practice improvement — enabling colleges to work together to derive experience and knowledge, and spread good practice for the benefit of all learners and employers;

Thirdly, through policy influence — using the experience of our members to directly inform the views of government and policy makers, government bodies and agencies, academics and other influencers of opinion.

It is true the devolved governments have taken somewhat different approaches to policy and FE in the recent past.

At 157, we believe FE is not homogeneous, and so we have always been open to learning from other ways of doing things.

Two years ago, we held a joint seminar



with the international RC-2020 organisation of urban community colleges from eight different countries, and the thinking that emerged from our relationship with RC-2020 has influenced our own approach ever since.

So it seems timely we should learn far

more intimately from the experiences of our colleagues in Northern Ireland, Wales and Scotland.

As these nations take a different approach, for example, to the formation of larger colleges through mergers, we want to understand the impact of different approaches to policy.

And in the crucial area of promoting outstanding vocational teaching and learning, we believe our new members will bring different perspectives that will enrich our thinking further.

The vast majority of our members, and consequently our main policy focus, remains in England.

We will assist our new members to use the English experience to influence developments elsewhere, but our key relationships with policymakers remain in Westminster.

We are, though, a sector and an organisation which is all about learning, and the best learning always comes from gaining diverse perspectives on similar issues.

We are very excited about welcoming our new members, and are sure we will see their influence on our work in the months ahead.

*Lynne Sedgmore, executive director,  
157 Group*

See Movers & Shakers on page 11

Cambridge  
TRAINEESHIPS

NOW AVAILABLE TO WATCH

## A SHORT FILM ABOUT THE CAMBRIDGE TRAINEESHIPS PILOT

The first set of students to have completed a Cambridge Traineeship graduated recently at a special celebratory event at the House of Commons.

Now you can see what they think about the programme in a short film, which also includes the thoughts of the learning providers involved at the Kent Association of Training Organisations (KATO).

Watch now at [ocr.org.uk/cambridgetraineeships](http://ocr.org.uk/cambridgetraineeships)



@ocrexams



[linkedin.com/  
company/ocr](https://www.linkedin.com/company/ocr)





## FE Week experts

# Pioneer of distance learning rises again

Having overcome a troubled recent past, including the loss of a £6m site, the National Extension College celebrates half a century of learning — and is looking forward to a bright future, explains Anne Nicholls.

This year the National Extension College (NEC) — the distance learning organisation that was the forerunner of the Open University — celebrates its 50th anniversary.

But it nearly didn't make it to the half century mark.

Following a merger with the former Learning and Skills Network (LSN) in 2010 amid promises to invest and double student numbers over three years, LSN went into liquidation in November the following year.

That left NEC teetering having lost its assets, notably its three-and-a-half-acre site in Cambridge valued then at around £6m.

Fast forward nearly two years and the NEC is still here, largely due to the committed staff, along with the goodwill of many loyal tutors and former staff who volunteered to get the business back on its feet.

**“The NEC is still here, largely due to the committed staff, along with the goodwill of many loyal tutors and former staff”**

The recovery was led by former chief executive Ros Morpeth who, despite having retired from the post in 2003, stepped in like a white knight to take the helm again.

Over its half century, NEC has helped nearly three quarters of a million people of all ages — particularly second chance learners — to get a foot on the education ladder, gain qualifications and change their lives.

Highlights include 30-hour basic (a joint venture with the BBC in the 1980s on its computer literacy programme), a pioneering work-based degree in the 1990s for Coca Cola employees and FlexiStudy — an innovative partnership which, at its peak, involved more than 140 FE colleges to enable them to enrol learners who couldn't attend college on a regular basis.

Despite nail-biting periods when finances seemed to wobble, it has always been self-funding and remained independent.

“We have always operated in the uncomfortable territory between an ethos of public



service, but without government funding,” said Dr Morpeth.

“I cannot pretend that this is easy, but fortunately we are used to surviving and there is still a strong demand for the open access and flexibility we can offer.”

With higher education becoming unaffordable to many and a perceptible growth in the need for flexible learning there is a clear market.

A priority has been to build a new fit-for-purpose IT system.

But the NEC is resisting a move in the direction of MOOCs (massive online open learning courses).

“What we offer is different,” says Dr Morpeth.

“Our strength has always been on personalised learning and providing routes to national qualifications. We have always focussed on quality and successful outcomes for our students. That approach may have jeopardised our financial stability at times, but it's what we are.”

The 50th anniversary, hopefully, will mark a change in fortunes for an organisation that has remained true to its founding principles.

It is running an ambitious publicity campaign based around students and tutors both past and current.

It is also offering 50 hours of selected free online course materials from 12 of its courses until November 3 — the final day of the National Family Learning Festival co-ordinated by the Campaign for Learning.

The topics on offer — law, economics, accounting, childcare, climate change, short story writing and more — have been picked to appeal to a wide range of people, from career changers to would-be creative writers.

NEC has also retained its relationship with some Flexistudy colleges, including Shrewsbury College. Roger Merritt, who developed the original FlexiStudy network, is now back at NEC and is interested in hearing from FE colleges that want to extend their learning provision in partnership with NEC.

Student numbers are around 7,000 and growing although not quite at the level they were 10 to 15 years ago.

But the NEC has deliberately gone back to basics — doing what it has always excelled at which is providing flexible learning for people in a mode that fits their lifestyle.

*Anne Nicholls, communications and PR consultant, AN Communications*

# Free meals should go to all ‘poor’ 16 and 17-year-olds

Extending free school meals to full-time 16-to-18 year old FE students is a popular move across the political spectrum. Mark Corney puts the case for this applying to part-time students too.

Everyone is claiming victory over the decision to extend “free meals” to poor 16-to-18 year olds studying at FE colleges.

Costing about £40m per year, this measure will create a level playing field with those staying on in school sixth forms or attending pupil referral units.

Labour MPs are saying they won it, even though Labour's priority is to extend free childcare for working parents of three and four-year-olds at a cost of £800m, funded through a higher bank levy.

The Liberal Democrats are saying they won it, although the prize they were after is the extra £560m to fund free meals to all children of infant school age.

**“It is a safe bet that DfE will limit free meals to full-time students”**

Meanwhile, the Conservatives agreed to both parts of the package as a quid pro quo for a tax allowance for married couples also likely to cost £600m.

No sooner had the announcement been made, however, FE experts were on social network sites asking how would the £600m free meals package be funded.

The details will have to wait until the Autumn Statement (usually made in early December) but presumably the Chancellor has concluded the country can afford it. The fiscal deficit between April to August this year is £3.8BN lower than a year ago, as higher tax receipts outweigh higher spending.

Furthermore, the deficit looks set to be less than the predicted £120bn for 2013/14.

If, therefore, free meals to poor 16 to 18-year-olds at colleges is funded from new money rather than cuts elsewhere, the measure will end a totally unjustifiable anomaly.

The facts speak for themselves.

Around 75,000 pupils in Year 11 are eligible and claim free school meals.

On leaving secondary education, however, only 20,000 continue to receive them because they stay on in school sixth forms or attend pupil referral units.

Neither the 30,000 at fe colleges nor the 7,500 at sixth form colleges receive free meals.

The remaining 18,000 do not receive them because they are either employed or not in education, employment or training (Neet).

Extending free meals to 16 to 18-year-olds studying at college from households with income of less than £16,190 per year could mean 100,000 full-time college students receiving free lunches



Around 70,000 young people aged 16 to 17, however, study part-time. Nearly all of them study at college but only a small minority are employed.

From September 2015, the participation age will increase to the 18th birthday. Part-time study without a job of 20 hours or more does not count as participation under the legislation.

So it is a safe bet that Department for Education will limit free meals to full-time students.

Nonetheless, there are obvious problems with defining eligibility for free meals by type of institution or type of provision.

Surely, the Coalition wants colleges to offer non-employed traineeships to 16 and 17-year-olds?

If these young people come from poor households, they must have the right to a free lunch.

Otherwise, another injustice will creep into the system.

No doubt, the Coalition also wants independent providers to deliver traineeships.

Disenfranchising poor 16 to 17-year-olds on traineeships delivered by private providers from free meals would be scandalous.

Traineeships, we know, are not intended for the most disaffected 16 to 17-year-olds, but they are aimed at reducing the Neet category and those who cannot find a job with an apprenticeship.

They will certainly assist 16 to 17-year-olds from some of the poorest households in the country to access training.

More than 5 per cent of all young people eligible for free meals at the end of Year 11 have been Neet for at three months and a further 10 per cent have been so for two months. And past youth cohort studies have shown unemployed 16 and 17-year-olds are more likely to have parents who are unemployed or in low paid jobs than those young people in full-time education.

Free meals should follow the learner rather than the institution or course and disadvantaged 16 and 17-year-olds on traineeships should be eligible for free meals irrespective of the provider.

*Mark Corney is an independent policy consultant*



# Nails don't cut it for engineering Angel, 17

**Angel Lynch knew hair and beauty wasn't right for her — and so she set off on a new path in which she would overcome dyslexia and balance engineering studies with caring for a new-born son, writes Rebecca Cooney.**

In a hair and beauty class at Basingstoke College of Technology (BCoT) in 2012, students were getting to know each other by asking the class questions.

When it came to Angel Lynch's turn, she asked "What's your favourite car?"

Looking at the sea of blank stares in front of her, Angel realised the course probably wasn't for her.

Angel already knew her real passion was for engineering. It was something she realised when she was just 12.

"I was really good at electronics — it was the only thing I was really good at," said Angel, now 17.

"There aren't a lot of girls in engineering, but getting my hands dirty suits me."

She added: "I only lasted a week.

"It wasn't me at all, I'm not very girly and it

was just all about nails — and more nails.

"I wanted to do massage originally, but you had to do a whole year of just beauty first, and I thought I could stick it out, but it really was not for me, it just wasn't my environment."

She dropped the beauty course and set out to pursue her dream of studying engineering, and has now happily enrolled on a combination of mechanics, engineering and management courses.

"It was hard work, but it was 100 per cent worth it," said Angel, from Basingstoke.

But first she had to deal with the birth of her son, Charlie, and before that, a diagnosis of dyslexia.

"It did make sense when I found out about the dyslexia, even though it was a bit of a surprise," said Angel.

"There wasn't really a lot they could do to help me because I was so late on through the school, so I didn't get any GCSEs in the end. It was a bit of a scary position to be in."

Angel started the hair and beauty course, first at her school sixth form, then at BCoT, before deciding she had nothing to lose and so pursued her engineering dream.

She spoke with BCoT engineering tutors, who accepted her on to their course.

"They didn't seem bothered about my GCSEs, so I enrolled on the level two course in electronic engineering, as well as English and maths," she said.



Angel Lynch and son Charlie, now aged three and a half months

At first, Angel struggled with the workload, but just as she was finding her feet, her life changed dramatically.

"I found out I was pregnant in October, so I hadn't been on the course for long," she said.

"I was really ill throughout my pregnancy, and I didn't think I was going to be able to finish the course.

"But I went to my tutors and told them what was going on.

"They were great, they changed my timetable and I asked them to give me the work and activities I was supposed to do early,

so I could do a lot of work at home."

The help, and Angel's own determination to succeed, saw her complete her studies.

Baby Charlie was born in June and Angel is now back at college, studying level two mechanics, level three engineering and level four management.

"At the moment, I'm trying to decide between mechanics and electronics. I was thinking if I do mechanics I'd like to go and work for Volkswagen because they're just a company that really interests me," said Angel, whose favourite car, incidentally, is a VW Golf.

## It's the way we act that makes us different

You may already know that NCFE works with over **2,000** colleges, schools and private training providers, certifying over **700,000** learners every year who've successfully completed an NCFE qualification. You might also know that we've a number of **learning resources** available to support our customers in continuing to deliver excellence.

### But did you know..?

- We offer **1** day turn around on certificates
- We now turn around additional product approvals in **3** days (originally 5)
- We have online registration and certification
- We'll answer your call within **2** rings
- We're registering students faster than every **60** seconds\*
- We've had the largest growth in qualifications awarded in the last **6** months AND.....
- The number of certificates awarded in NCFE vocational qualifications has increased by **66%** in the last 12 months!

**ncfe**  
ncfe.org.uk



Call: **0191 239 8000** Visit: **ncfe.org.uk**

\*based on average statistics from the session 1 Sept 2012-1 Sept 2013.



# FE Week campus round-up

sponsored by **empra**

## Mexican feast for students

South Cheshire College said ‘Hola!’ to chilli, fajitas and amigo meatballs at a Mexican taster day staged for staff and students by the college’s catering outlets.

The catering team entered into the Mexican fiesta spirit by wearing somberos and ponchos and decorating the cafes with Mexican flags.

Linda Vickers, crescent café catering supervisor, said: “This was our first taster day of the new college year and the Mexican snacks and dishes went down a treat.”

The Mexican tasters on offer were provided by Abergavenny Fine Food Company

Its regional account manager Zak Workman, who came along to the event, said: “Hopefully, the taster day will encourage staff and students at the College to try and buy different foods in the future.”



Business student Devan Haddrell, aged 17, samples some Mexican cuisine served up by Abergavenny Food Service Regional Account Manager Zak Workman

## Flag honours 89 miners who perished



From left: former miner Dennis Knowles, Daniella Houghton, aged 17, and Andrew Essex, 28, with the flag at Miners’ Memorial Garden, in Armthorpe Doncaster

Doncaster College students have revealed a flag they designed in memory of miners who lost their lives at a nearby colliery.

The flag was raised in a special ceremony by Doncaster Central MP and former cabinet minister Rosie Winterton and former miner Dennis Knowles.

It will fly at the Miners’ Memorial Garden to honour the 89 miners who died at Markham

Main pit between 1920 and 1996.

The ceremony was attended by many of the miners’ relatives.

Student Daniella Houghton, said “This was a really emotional experience and it showed just how much our work means to people.”

Mr Knowles asked first year level three diploma in creative media production students to design the flag, which was then created by college visual arts staff.

## Arturo will be stylist for capital shoppers



Arturo Ruiz has won a job at the Harrods Salon

A London student has gone from styling homes to styling celebrity hair after changing career and landing a job at Harrods Salon.

He has now been taken on as junior assistant stylist at the world famous department store’s salon.

“I wanted to be a stylist because I love

meeting people, changing people’s opinions about their looks and being creative,” said Arturo.

“It’s a very demanding role, and you have to be 100 per cent professional all the time.

“Everyone is really high-profile and you don’t want to get things wrong... but I completely enjoy it.”



From left: Krystal Vidal, aged 27 and from Dudley, and Rachael Stanford, 21 and from Walsall

## Bags aiming to make it big in Japan

Fashion students from Manchester have bagged themselves the chance to see their designs turned into reality and sold in Japan.

Higher education fashion and textile students at Walsall College were given a month to design a young person’s business bag by Brady Bags, a Walsall brand that is growing in Japan.

Rachael Stanford’s design was chosen as overall winner.

She said: “I was very excited when my design was picked and seeing it come off the production line was an amazing feeling.”

However, Krystal Vidal impressed the company so much she was chosen as a second winner.

She said: “It’s great to be rewarded for the hard work I put in.”

The sample bags are now being shown to Japanese distributors.

**Want your college or training provider to appear on these pages?**

Send your stories with pictures to [news@feweek.co.uk](mailto:news@feweek.co.uk) including names, ages and course of students where applicable





Belfast Met digital marketing lecturer Kathryn Pyper has been named Digital Industries Person of the Year

## Lecturer wins Person of the Year award

A lecturer who taught the first ever digital marketing course in Northern Ireland has been named Digital Industries Person of the Year.

Kathryn Pyper received the award for her dedication to teaching at Belfast Metropolitan College and the success of her marketing campaigns for the Northern Ireland Tourist Board as part of the CultureTech Festival of digital technology, media, music and art.

Christin Watson, chair of the Charter Institute of Marketing Ireland and a former student of Kathryn, said: "Kathryn is a talented digital marketer. Her passion for the marketing profession is inspiring."

Kathryn began teaching the digital marketing course in 2010 and since then has seen more than 60 students complete the qualification, with a 100 per cent pass rate this year.

## Riveting performance by apprentices



From left: Struan Robertson, aged 21, James Underwood, 24, Danny Queen, 18, Michael Cornew, 23, and Ryan Acres, 21

Five metalwork apprentices from the South West put in a riveting performance to win nearly all the prizes at a national competition.

The City College Plymouth learners, who are all employed by Babcock, came away from the Institute of Sheet Metal engineering' competition with five out of a possible eight categories.

Struan Robertson was overall winner, while

James Underwood won his category and Ryan Acres was best in his three categories.

Babcock apprentice development manager Barry Tippet said: "All five apprentices were excellent ambassadors for both Babcock and City College Plymouth, and the quality of work produced was admired by all in attendance."

# FE WEEK & ME

## Photography Competition 2013

Encourage your learners to email *FE Week* a photograph that represents college or apprentice life for them to be in with a chance of winning an amazing prize!



## INFO

A selection of submissions will be published in the *FE Week* newspaper and online.

Email one entry by 5pm on 4th October 2013 to [feweekandme@feweek.co.uk](mailto:feweekandme@feweek.co.uk), including contact details and the name your course and college.

Our readers will vote for the winner, which will be announced on 3rd November 2013.



[www.feweek.co.uk](http://www.feweek.co.uk)

in partnership with

*ncfe*



# FE Week campus round-up



Sarah Blackwell and the mural she brought back to life

## Sarah gets a taste for Eel Pie Island magic

A long-lost mural from a legendary 1960s rhythm and blues venue has been brought back to life by a London art and design student.

The painting of a jazz band was once part of Twickenham's Eel Pie Island Hotel, which hosted music icons like The Rolling Stones, Rod Stewart and Eric Clapton.

The hotel burned down in 1971, but Richmond upon Thames College student Sarah Blackwell, aged 18, recreated the mural using a black and white photo of the original for an exhibition on the island's history.

Sarah said: "I'm really pleased with the end result and will be forever grateful that I've had my own personal taste of the magic of Eel Pie Island."

## Guli has recipe for television success



From left: Guglielmo 'Guli' Soreca, with celebrity chef Gino D'Acampo, working on the new show in Italy

A former Manchester TV and radio production student cooked up a storm on his first job for a new ITV cooking show.

Guglielmo 'Guli' Soreca, aged 29, who is originally from Italy but studied at Hopwood Hall College, spent five weeks filming Gino's Italian Escape with celebrity chef Gino D'Acampo.

Guli, who went on to Leeds University, said: "I learned so much at college and really appreciate my tutors and the opportunities the course gave me."

"When I arrived at university I had a real advantage over many of my peers in terms of both practical skills and organising a production."

**Want your college or training provider to appear on these pages?**

Send your stories with pictures to [news@feweek.co.uk](mailto:news@feweek.co.uk) including names, ages and course of students where applicable

## Naval cup win for rugged students



Weston College students with their hard-earned cup

South West students showed they were ship-shaped when they battled eight other colleges win the Naval Careers Service Challenge cup.

The 15 Royal Marine-sponsored Weston College public service students took on an assault course, tug-of-war and deck hockey on a naval ship.

They also tackled navigation, cross-country and mock grenade throwing over two days at the HMS Raleigh Piers Cellars Training Centre in Cornwall.

Senior public services lecturer Dave Beresford said: "The level two and three students were all under the age of 18 and really pulled together as a team."

He added: "Weston College achieved fantastic results against well-motivated adversaries to win the competition out right. They did brilliantly."



The artwork presented to the Gwent Dragons, Dragons education officer Phil James, students Danny Vincent, aged 19, Thomas Holloway, 20, and Daniel Kerslake, 18, Dragons community manager Mike Sage and Coleg Gwent head of school for engineering Mark Southcott

## Dragon artwork inspires rugby victory

The Newport Gwent Dragons rugby team roared to a 23-16 victory against South Wales rivals the Scarlets with the help of some college-created artwork.

The team was presented with a metalwork sculpture of a dragon created by fabrication and welding and vehicle body repair students from Coleg Gwent at half-time.

They constructed the decorative beast from stainless steel, copper and brass and finished it in bright red. Fabrication and welding lecturer Darren Brooks said: "The finished sculpture was a credit to students' hard work and dedication."

The dragon was commissioned by the Dragons outfit after a club member saw students' work on a visit to the campus. It took 12 weeks to complete.



## Design student through to junior awards

A design student showed off her talent at London Fashion Week as part of a charity project to help young people into the fashion industry.

Barking & Dagenham College student Olivia Till, aged 17, took part in a workshop organised by the charity Fashion Awareness Direct (FAD) and was handpicked by an industry panel to go forward to the 2013 FAD Junior Awards.

Olivia said: "To be able to have my work in a catwalk show at London Fashion Week is a dream come true."

Olivia's designs were inspired by colours she'd seen in recycled packaging.

She added: "I didn't even show my garments to any of my family and friends before the night — I wanted it to be surprise."



From left: Olivia Till with a London Fashion Week model, who's wearing Olivia's garments

## Hancock tries out the apprentice high life



Skills Minister Matthew Hancock sitting in a Eurofighter Typhoon aircraft with Jenny Westworth, an apprentice who works manufacturing them *Credit BAE systems*

Skills Minister Matthew Hancock exchanged his suit for overalls to find out what life was like for an apprentice engineer as part of a job swap scheme.

Mr Hancock switched places with City & Guilds apprenticeship champion of the year Jenny Westworth, aged 23, who works at BAE Systems.

He said: "It was fantastic to swap jobs with

Jenny and understand first-hand what it is like to be an apprentice."

Earlier in the year Jenny visited Westminster to experience being a minister.

She said: "It was a real honour to have an opportunity to be a minister for the day but I was also proud to show the Minister what I've achieved as a result of my apprenticeship at BAE Systems."

# MOVERS & SHAKERS

## Your weekly guide to who's new and who's leaving



Rob Wallen — Aberdeen College



David Jones — Coleg Cambria



Marie-Thérèse McGivern — Belfast Metropolitan College

Three colleges from Scotland, Wales and Northern Ireland have joined the 157 Group.

Aberdeen College, Coleg Cambria, in North East Wales, and Belfast Metropolitan College mean the group is now represented in each of the UK's devolved government regions. It already had 27 member colleges in England.

Aberdeen College principal Rob Wallen said: "We look forward to the opportunity to share practice with other members, to work together for sector improvement and to influence policymakers considering the future of the FE and skills sector."

David Jones, principal of Coleg Cambria, said: "Our

ambitious vision to be recognised internationally as a college of excellence will be achieved by inspiring our staff; embedding a supportive culture of innovation and creativity; challenging everyone to develop the skills they need to build successful futures; working with employers to develop a dynamic and skilled workforce; and building a safe, inclusive environment at the heart of our communities.

"We look forward to working with other colleges in the 157 Group in pursuit of our shared commitment to exceptional teaching and learning, and continuing improvements in further education."

Belfast Metropolitan College principal Marie-Thérèse

McGivern said: "As a new member of the 157 Group, we look forward to sharing our experience of and commitment to excellent teaching, learning and support, aimed at ensuring successful futures for all our learners."

Peter Roberts, chair of the 157 Group and chief executive of Leeds City College, said: "We now have members in each of the devolved nations.

"They will bring a new raft of expertise to our work and ensure that we have a genuinely UK-wide view of the FE landscape, and associated policy and practice. The influence and respect of the college sector can only be enhanced as a result."

See page 7 for an expert piece

If you want to let us know of any new faces at the top of your college or training provider, please let us know by emailing [news@feweek.co.uk](mailto:news@feweek.co.uk)



# Entry criteria for apprenticeships debated

A policy summit on apprenticeship entry requirements was attended by 15 of the sector's most influential leaders.

The summit was called by *FE Week* editor Nick Linford and chaired by Dame Ruth Silver, chair of the Skills Commission. It was held at Pearson Plc's global headquarters on The Strand, in London, on Friday, September 20.

Attendees included Shane Chowen, policy officer at Institute for Learning, Mark Dawe, chief executive of OCR and chair of the Joint Council for Qualifications, Phil Ellaway, group strategy director at City and Guilds, and Andy Gannon, director of policy, PR and research at the 157 Group.

Also there were Julian Gravatt, assistant chief executive of the Association of Colleges, Kelly Saliba, associate director of Skills CFA, Jill Lanning, chief executive of the Federation of Awarding Bodies, John McCormack, president-elect of the University and College Union, Gemma Painter, head of FE at the NUS, and David Pollard, chair of the education and skills policy committee at the Federation of Small Businesses.

Others in attendance were Stewart Segal, chief executive of the Association of Employment & Learning Providers, Rod Smith, managing director of vocational and applied at Pearson, and Joe Vinson, vice president of FE at NUS. A report on the summit will be in *FE Week* soon.



From left: Mark Dawe, Kelly Saliba, Stewart Segal, Nick Linford, Dame Ruth Silver, Rod Smith, John McCormack, Andy Gannon, Shane Chowen, Gemma Painter and Joe Vinson

## Jobs



### Business Partnership Manager

**Management Spine Points 44-46 - £43,759 to £46,420 37 Hours a week, full year**

You will line manage employer and community facing curriculum managers and lead on new and existing commercial activities. These activities include training for apprenticeships, employers, the unemployed and a range of part time courses for adults.

The post is particularly about moving our good employer work to the next level through both increased activity and continued improvement of success rates. You may not be an experienced Further Education (FE) professional, but you must be willing to learn how FE operates. As well as developing our commercial offer you will also lead and manage our part time adult provision.

Shipleigh College is dedicated to creating a professional customer service and wants the best for our trainees and employers.

Shipleigh College is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff to share this commitment. The College is actively committed to a policy of equality of opportunity

for all through education and therefore encourages applications from all regardless of age, disability, economic status, gender, race, religion and beliefs or sexual orientation. Successful candidates will be required, where appropriate, to undergo a Disclosure and Barring service (DBS) Disclosure Check.

**HOW TO APPLY** - You can download an application pack from our College website [www.shipleigh.ac.uk](http://www.shipleigh.ac.uk) or alternatively to request an application pack, please contact: Shipleigh College, Human Resources on **01274 327249** or email **[jobs@shipleigh.ac.uk](mailto:jobs@shipleigh.ac.uk)**.

Completed application forms should be returned to [jobs@shipleigh.ac.uk](mailto:jobs@shipleigh.ac.uk) or alternatively by post to Human Resources, Shipleigh College, Salt Building, Victoria Road, Saltaire, BD18 3LQ.

If you wish to have an informal chat before making an application, please arrange a time with my PA, Susanna Butler on **[sbutler@shipleigh.ac.uk](mailto:sbutler@shipleigh.ac.uk)**

**Closing Date - 12.00 noon Monday 21 October 2013 | Interview Date - Wednesday 6 November 2013 | Start Date - ASAP**



talenttraining

www.hco.uk.com



Talent Training (UK) LLP is one of the largest, most dynamic, national training providers in the UK. Nationally delivering private, as well as publicly funded training to an impressive client base. They are seeking new talent due to recent expansion.

Can you help with their mission to achieve excellence and change lives?  
Currently they have the following vacancies:

- Head of Curriculum & Quality (South Tyneside)
- Head of Funding & Compliance (South Tyneside)
- Training Advisors (National)

To see Job Descriptions and salary details, please visit [www.talenttraininguk.com](http://www.talenttraininguk.com) or contact Jenni Dodsworth at [Jennid@hco.uk.com](mailto:Jennid@hco.uk.com) for further information.



## Quality and Compliance Officer

**Salary c.£22k depending upon experience and qualifications**

Passionate about quality and work based learning? Nottinghamshire Training Network are seeking an experienced Quality and Compliance Officer to join the team based in our Mansfield office. NTN are a not for profit membership organisation representing our members across the region promoting work based learning and raising standards across work based learning provision.

### The Role

NTN have a contract with the SFA to deliver a range of provision through our approved subcontractors your role will be to support our subcontractors to deliver training and assessment of the highest standard carrying out OTLAs, audit and review meetings. You will lead on the implementation of our quality systems and work with the team to produce reports, plans and sessions for our subcontractors and members. This is a varied role and will require local and regional travel.

### The Person

Experienced within a work based learning environment with responsibility for quality you will have first-hand experience of SFA, Ofsted, IIP and Matrix requirements and educated to level 4 with teaching and verification qualifications. You will be able to work with learners and members at all levels and be professional in your approach to all aspects of the role. Flexibility and adaptability are essential characteristics for this post.

To find out more and apply please visit our website: [www.ntn-wbl.org.uk](http://www.ntn-wbl.org.uk).  
**Closing date for applications 2.00pm on 4th October, interviews will be held early October.**

harperco hco-consult hco-digital hco-lean hco-people hco-sustain talenttraining

# Are You Dynamic, Determined and Driven? Join Aspire Achieve Advance Ltd!



Aspire Achieve Advance Group (3AAA) is a forward-thinking, experienced training provider and we are growing year on year. We have Academies nationwide and many new exciting roles. If you have first-hand experience of delivering Apprenticeships, are able to cope with a fast pace of work and love influencing positive change please get in touch.

We are recruiting for Academy Managers in the following locations:

- Milton Keynes
- St Albans
- Chelmsford
- Derby

Successful applicants may well have experience in managing Apprenticeships or other work-based learning and leading high performing teams.

We are also recruiting for the following key roles in our Academies nationwide:

- IT Trainers
- IT Assessors
- Recruitment Executives – Employer or learner focused
- Administration and Learner Support



We are an equal opportunities employer and positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

To apply please forward your CV along with a letter outlining your experience for the role to: [recruitment@3aaa.co.uk](mailto:recruitment@3aaa.co.uk)

Liverpool - Manchester - Sheffield - Nottingham - Derby - Walsall - Birmingham - Tamworth - Leicester - Milton Keynes - Bedford - St Albans - Chelmsford - Oxford - Portsmouth



# Loughborough

COLLEGE est. 1909

**Loughborough College is looking to the future with confidence; committed to continued growth, building on existing partnerships and establishing new strategic alliances which continue to meet the needs of learners and stakeholders.**

**We have created a number of new curriculum-wide management positions to inspire, challenge and motivate teams and individuals to deliver teaching excellence and meet Loughborough College targets.**

**CURRICULUM MANAGERS – Up to £39,000 per annum**

**SUBJECT AREA LEADS – Up to £34,500 per annum**

**GROWTH AND INNOVATION MANAGERS – Up to £34,500 per annum**

**PLANNING AND PERFORMANCE MANAGERS – Up to £34,000 per annum**

**ENGAGEMENT AND PROGRESSION MANAGER – Up to £39,000 per annum**

**WORK RELATED LEARNING MANAGER – Up to £39,000 per annum**

**CLOSING DATE FOR APPLICATIONS: 5PM, WEDNESDAY 2ND OCTOBER 2013**

For further information, and to apply online, please visit our website: <http://www.loucoll.ac.uk/job-vacancies>



**WILBERFORCE**  
sixth form college

Saltshouse Road, Hull HU8 9HD

**'MAKE IT FURTHER'**

Following the promotion of a member of the senior team, the following vacancy has arisen:

## ■ ASSISTANT PRINCIPAL

**Salary £55,553**

To start in January 2014, we are seeking a dynamic leader who will play a key role in the development of innovative approaches to independent learning, in part through the direction of a range of support functions, and will serve as a member of the senior team to ensure the highest standards of curriculum delivery and development.

The College has 1,660 students, a range of excellent facilities and is financially strong.

This is an outstanding opportunity for an energetic, skilled and enthusiastic manager to take a lead role in shaping the future of this College.

For further details, please see our website [www.wilberforce.ac.uk](http://www.wilberforce.ac.uk) or contact the Personnel Office via email: [personnel@wilberforce.ac.uk](mailto:personnel@wilberforce.ac.uk) or telephone: 01482 711688.

**Closing date for receipt of applications:**  
**12.00 noon on Friday 11th October 2013.**

**Interviews will take place week commencing 21st October 2013.**

Wilberforce Sixth Form College has a commitment to safeguarding and promoting the welfare of students and expects all staff to share this commitment. All posts are subject to Enhanced DBS Disclosure.



[www.wilberforce.ac.uk](http://www.wilberforce.ac.uk)



**Amersham & Wycombe**  
College

**HEAD OF WORK BASED LEARNING**  
**c.£45,000 pa + PRP**  
Amersham

With more than 2000 students, Amersham and Wycombe College is an ambitious and forward-thinking organisation that's on a 'Journey to Outstanding'. Combining state-of-the-art facilities with a solid commitment to teaching and learning excellence, we support our students to achieve wonders – in their studies and in their lives.

Having already built a strong reputation for delivering forward-thinking Apprenticeship and related work based programmes, we are now looking to grow this high-potential area. Your challenge is to make that happen as you lead our Work Based Learning Team to provide an exceptional service to employers and learners alike.

To find out more, visit [www.amersham.ac.uk](http://www.amersham.ac.uk) and click the 'vacancies' link at the top right of the page or email [recruit@amersham.ac.uk](mailto:recruit@amersham.ac.uk)

**Closing date for all applications: 10th October 2013**  
**Shortlisting: 11th October 2013**  
**Interviews: 21st October 2013**



In addition to being assessed as financially outstanding, Gloucestershire College has recently been confirmed by Ofsted, British Council and RCHE inspections as one of the most successful colleges in the FE sector. Our new Principal, Matthew Burgess, and the Governing Body have set ambitious targets for the next three years, and to help us achieve our goals we are now looking for two exceptional individuals to join the College's Executive Team.

### **Vice Principal – Finance, Facilities & Commercial Activities Ref: M009**

Ensuring the College maintains a sound on-going financial position, you will be responsible for all financial management information processes and commercial activity - both ongoing and new. An excellent understanding of funding initiatives/regimes is essential, as is a proven track record in managing the finances of a large, complex organisation. A clear, strategic thinker with great analytical and decision making skills, you are able to motivate and influence throughout the organisation and build effective working relationships both internally and with external bodies.

### **Vice Principal – Academic Delivery Ref: M010**

A curriculum minded, innovative, forward-thinking professional, you will shape the College's HE Strategy, Adult and Community Strategy, manage all of the College's curriculum areas, as well as grow income from academic delivery areas. It means engaging positively with, and inspiring staff across all curriculum areas in the delivery of the highest standards and continually improved performance. It's also about ensuring we meet the needs of students, employers and our community, so your leadership and management skills, creativity and strategic vision will be key.

These are hugely important roles with rewards to match, including an attractive remuneration package, benefits and relocation.

For an informal discussion with the Principal, please phone **Matthew Burgess on 01452 563451.**

For more details and to apply, please visit [www.gloscol.ac.uk/jobs](http://www.gloscol.ac.uk/jobs)

If you require an application pack call 01242 532085 or email: [hr@gloscol.ac.uk](mailto:hr@gloscol.ac.uk)

Closing date: Friday 4th October 2013.



INVESTORS  
IN PEOPLE | Gold



gloucestershire college

[www.gloscol.ac.uk/jobs](http://www.gloscol.ac.uk/jobs)

## The College of Haringey, Enfield and North East London

The College of  
Haringey, Enfield  
and North East London

**Head of School - Business, Leisure & Tourism - Ref: 13/21**

**Curriculum Manager - Health & Social Care - Ref: 13/22**

**Curriculum Manager Sports, Public Services and KS4 - Ref 13/29**

**Curriculum Quality Manager - Ref: 13/30**

**Curriculum Manager - Science and Engineering - Ref: 13/31**

**Closing date: 9th October 2013.**

For further information visit [www.conel.ac.uk/staff/vacancies](http://www.conel.ac.uk/staff/vacancies)

Email [recruitment@staff.conel.ac.uk](mailto:recruitment@staff.conel.ac.uk)

Phone 020 8442 3045 (answerphone)

Our students are award-winning, our provision and facilities are highly rated, our finances are strong and we have the passion to transform lives. We offer the best possible experience to our learners, employers and staff alike. Join us!

Focus on Success



TRIBAL working as one

# Technical Business Consultant needed for FE Services team

Competitive salary and car allowance plus benefits. Home based with frequent UK travel

Tribal is a fast paced technology business responsible for a portfolio of world class solutions which support the business of education, learning and training.

We currently have an exciting opportunity for an enthusiastic and self-motivated Technical Business Consultant to join our FE Services team who deliver technical solutions for our customers. The main focus of the role is to create positive and constructive working relationships with customers to meet and exceed their expectations in the delivery of our services and software.

We are looking for an engaging, confident and ambitious problem-solver with excellent customer-facing, organisational and presentation skills. Strong technical skills including knowledge of basic database structure and design and SQL, MS Access and MS Reporting Services are a must.

A can-do attitude and the ability to build and maintain effective working relationships are essential and the ideal candidate will be a natural communicator with the ability to influence and negotiate. A thorough understanding of the FE sector is desirable and knowledge and experience of ebs or similar solutions is highly advantageous.

For a full job description, please contact [jobs@tribalgroup.com](mailto:jobs@tribalgroup.com). The closing date is 10 October 2013.

Tribal is an equal opportunities employer and positively encourages applications from all suitably qualified and eligible candidates. Tribal has publicly committed to this by signing up to the Two Ticks Positive About Disabled People scheme. This ensures that all disabled applicants, able to demonstrate that they meet the minimum criteria of the job description are guaranteed an interview. If you are disabled and feel this applies to you, please let us know by quoting 'I am eligible for a guaranteed interview under the two ticks scheme' in your covering letter.



# Outstanding Opportunities at Lincoln College

Providing education and employer training across two counties from our Colleges in Lincoln, Newark and Gainsborough, we are a leading Further Education College in the East Midlands, graded by Ofsted as an Outstanding College and a genuine Investor in our People. Lincoln College is committed to our mission of 'Raising Aspirations, Realising Potential, Delivering Success'. We embrace change and seek to provide excellent provision for our local communities by innovative approaches in Teaching, Learning and increasingly Assessment techniques.

## Director of Quality Teaching & Learning

Post No:LC0081P

**Salary: Fixed point within the range of £55k - £60k dependent upon skills and experience**

This exciting new post provides an opportunity for you to lead the Quality Improvement Department, undertaking an important role in driving forward performance and standards. Your remit will be to work with the Vice Principal (Curriculum, Planning & Quality) to deliver the College strategic aims. This will include a focus on Performance & Standards, the Quality Improvement Strategy, Teaching & Learning, the Observation Strategy, CPD, Audit, Interventions. You will also act as the Assistant Inspection Nominee.

**Interviews will take place on 21 and 22 October 2013.**

**For a confidential discussion about this post please contact Gordon Gillespie (Vice Principal – Curriculum, Planning & Quality) on 01522 876208.**

To apply for this vacancy please visit Lincoln College job vacancies page at

**[www.lincolncollege.ac.uk](http://www.lincolncollege.ac.uk)**

The closing date for this post is Midnight on Thursday 10 October 2013

Please remember to quote the post reference number  
Unless otherwise stated all posts are based at Lincoln

Please note applications by CV will not be accepted. Short listing will only be based on details submitted on the application form and continuation sheets relating to skill, knowledge and experience.

Applications are welcome from all sections of the community and in particular from ethnic minorities and people with disabilities as they are currently under represented within the College's workforce. Ethnic minority and disabled applicants who meet the person specification will be guaranteed an interview.



To advertise  
with us call  
Hannah Smith on  
020 81234 778



## Icca Education Training and Skills

**Adviser – MIS, Icca Education Training and Skills**  
**Salary: Competitive**

Icca Education Training and Skills is a leading advisory and solutions provider providing a wide range of services predominantly to Colleges and Private Training Providers operating within the Further Education Sector.

Due to our rapidly increasing workload, we have a vacancy for an experienced and enthusiastic individual to join our successful MIS team.

The ideal candidate will be working in an MIS team and have experience of college systems and processes as well as knowledge of the current and future funding methodologies for 16-18 and Adult Skills.

**To find out more, please visit <http://www.icca-ets.com/> or <http://feweek.co.uk/jobs/view/-adviser-mis/>**

The opportunities, rewards and benefits make this a fantastic opportunity for the right person.

To apply: please send a CV with details of your current role, relevant experience and salary expectations along with a brief description of why this role is right for you and what you would bring to the team to: **[ets@icca-ets.com](mailto:ets@icca-ets.com)** or for an informal and confidential chat please call **Mike Atkinson 07876 871 397**.





# Director of Operations and Quality



First4Skills, one of the UK's largest private work based training providers has an exciting new opportunity for a Director of Operations and Quality.

We have over 30 years' experience and a great track record of ensuring that businesses right across the UK have access to a workforce with the right skills to improve their performance - now and into the future. With access to millions of pounds worth of government funding, we provide high quality, industry recognised qualifications helping to remove the financial pressures for businesses and working as true business partners - putting learners at the heart of everything we do.

## Salary up to £70,000 plus car allowance and great benefits package

As Director of Operations and Quality, you will drive effective delivery in a complex, national and multi function service that gives young people and adults qualifications for their future.

Working closely with all stakeholders within the business, this key role will ensure total learner satisfaction is achieved by great service and outstanding delivery of all of our programmes. Our aim is to deliver 100% success. Through operational excellence, successful delivery of our contracts and developing quality solutions including best practice across England and Scotland, you will ensure successful achievement of all regional financial and business objectives.

The successful candidate will have considerable experience at Senior Manager/ Exec level in a similar business and have a proven track record of influencing and contributing to the overall business strategy and achieving objectives. Educated to degree standard (or equivalent) you will have an understanding of work based learning and have highly developed interpersonal, motivational and a great level of enthusiasm.

In return, you will also be entitled to our great benefits package, Handpicked4you which includes company pension and BUPA.

To apply: Information on working with us and full details of all our vacancies, visit our website [www.first4skills.com/careers-at-first4skills](http://www.first4skills.com/careers-at-first4skills)

*First4Skills is an equal opportunities employer - Strictly no agencies*

**Application closing date 11 October 2013**



**As part of NCG, Newcastle College is one of the largest and highest performing colleges in the UK. We are currently looking to recruit outstanding individuals to the following vacancies:**

**Section Manager in Performing Arts - Fixed Term** **CI 6993**  
£38,691 per annum Closing Date: 4 October 2013

We are looking for dynamic, experienced and enthusiastic member of staff to cover for the Performing Arts Section Manager for a fixed term (initially 6 months) whilst the current post holder is on maternity leave. Reporting to a Senior Manager you will be responsible for taking the lead in the strategic direction and maintenance of the Performing Arts section as well as being responsible for the operational activities concerning all aspects of the section including curriculum, quality, finance and business development.

**Section Manager in Sport and Exercise** **LA 7239**  
£38,691 per annum Closing Date: 4 October 2013

Lifestyle Academy is looking to appoint a motivated and capable individual to the role of Section Manager for Sport & Exercise. The successful candidate will be part of the school's management team and will contribute to the strategic development, planning, quality and delivery of the Sport & Exercise section.

**Senior Manager - Finance and Planning** **ES 7251**  
**Senior Manager - Finance and Planning** **CI 7228**  
£42,567 - £43,842 per annum Closing Date: 4 October 2013

We are looking for two dynamic people to join the senior management team of the School of Construction, Engineering & Science and the School of Creative Industries in the post of Senior Manager - Finance and Planning. You should have a proven track record of delivering financial targets in a complex and creative learning environment. You will have a record of outstanding and inspirational leadership and have the ambition and drive to develop the provision at the School of Construction, Engineering & Science or the School of Creative Industries.

**Course Leader in Electrical Engineering**  
£25,078 - £33,613 per annum

**ES 7241**  
Closing Date: 4 October 2013

Our Engineering section is looking to appoint a highly motivated and enthusiastic engineer who will demonstrate their ability to teach in this curriculum area. This post involves teaching and assessing on engineering programmes across all levels of qualifications offered within the school including full and part time programmes up to degree level. Your hours of work will be flexible and may include evening and weekends according to student demand. You will be required to undertake course leadership responsibility which entails managing a course team, monitoring attendance, retention and achievement and learner support.

**Course Leader in Childcare**  
£25,078 - £33,613 per annum

**H&E 7270**  
Closing Date: 4 October 2013

An exciting opportunity has arisen for a dynamic individual to lead and lecture on a range of Childcare programmes, at levels 2 and 3 further education programmes and on our Foundation Degree and Degree programmes. The post holder will be responsible for developing and implementing delivery designed to progress learners into employment or further and higher studies within the childcare sector. You will provide skills, knowledge and experience to learners wishing to progress into a range of roles, supporting them whilst ensuring quality standards are met.

**Instructor 2 in Health and Care**  
£21,108 - £22,968 per annum

**H&E 7271**  
Closing Date: 4 October 2013

This is an exciting opportunity to work with a range of external customers in delivering on-site training to employees in a range of care organisations, as well as working with unemployed people to develop their vocational and employability skills and progress them into work in the health and care industry. You will be a highly motivated individual used to working with hard to reach groups and provide outstanding teaching, learning and support.

Application forms and further information about these and all current externally advertised vacancies are available on the College Website [www.newcastlecollege.co.uk](http://www.newcastlecollege.co.uk) or calling 0191 2004529 or by e-mailing [recruitment@ncl-coll.ac.uk](mailto:recruitment@ncl-coll.ac.uk). Please quote the reference number of the post in which you are interested.



# A foundation for the future

The Education and Training Foundation enhances the professionalism of those who teach, train and work in education and training across industry, in colleges, in the wider community and in training organisations. Our aim is that learners benefit from a well-qualified, effective and up-to-date professional workforce. Delivering high quality and competitive services to learners and employers in the education and training sector requires high quality professionals.

We are now recruiting a number of key posts.

## Director of Knowledge and Intelligence

£75,000 p.a.

Defining the strategy, directing the conversion of work into contracts, providing business intelligence initiatives and developing a core suite of reports to support the Delivery Plan.

## Director of Leadership and Management

£75,000 p.a.

Design, create and advise on leading edge national strategies, including development of leadership capacity, training and development of managers, and development of governance and accountability functions.

## Director of Professional Standards and Workforce Development

£75,000 p.a.

Design leading edge national strategies on the promotion of professionalism, apprenticeship frameworks, workforce qualifications, teacher training availability, and the resources and support to improve teaching.

## Head of Communications and Sector Engagement

£60,000 p.a.

Planning, managing and delivering an extensive range of internal and external communications and stakeholder engagement activities and processes.

## Head of Business Development

£50,000 p.a.

Develop business strategies to deliver key activities, focussing on ensuring value in the procurement of services whilst innovating and leading our Intelligent Procurement.

## Head of CEO's Office

£50,000 p.a.

Providing secretariat support, liaison and co-ordination for the Chief Executive and leadership of the Foundation, managing relevant operational matters and implementing administrative systems.

## Team Leaders

£40,000 p.a.

Co-ordinating and motivating teams and managing resources effectively, the Team Leaders will support collective leadership, knowledge sharing and relationship building across the organisation and the sector.

## Business Development Facilitator

£35,000 p.a.

Developing suitable frameworks of suppliers, ensuring value for money and delivery, specifying tenders, negotiating and managing contracts and co-ordinating the provision of procurement expertise and advice.

## Facilitator

£35,000 p.a.

High level administrative and research support including analysing data and preparing briefing notes and reports, providing research and background information and co-ordinating an administrative service for the team.

## PR and Communications Officer

£30,000 p.a.

Handling planned publicity campaigns and public relations activities to promote the work of the Foundation and the drive towards knowledge sharing and relationship building across the sector.

## Administrators

£25,000 p.a.

Responsibilities include general administrative support, assisting in the facilitation of meetings and minute taking, assisting in creating and maintaining records and maintaining central filing systems.

## Programme Assessors (part time)

Competitive

In this influential role, you will ensure there is impartial and authoritative assessment of the effectiveness, efficiency and impact of the Foundation and its programmes.

For all roles, we offer competitive salaries and benefits packages.

The Education & Training Foundation is committed to ensuring equal opportunities during its recruitment and employment practices.

For further details on the vacant positions and details of how to apply please visit [www.et-foundation.co.uk/job-vacancies](http://www.et-foundation.co.uk/job-vacancies)

Closing date:  
9.00am Monday 14 October 2013

The  
Education  
& Training  
Foundation



# Employability: your key to success



## GET IN: to Apprenticeships, work and learning

### BTEC Apprenticeships

Pearson offers you the greatest range of sectors of any Awarding Organisation, with over 35 sectors and over 200 individual frameworks. BTEC Apprenticeships build on the recognised and trusted BTEC qualification, which is based on the core values of quality, flexibility, employability and progression.

Learners can progress from a Pearson Traineeship or Study Programme to a BTEC Apprenticeship and on to a BTEC Higher Apprenticeship or Higher Education.

### Why choose the BTEC Apprenticeship?

- Employer-led qualifications that meet the needs of industry
- Holistic delivery with a choice of assessment methods
- Delivery guides containing a wealth of practical information, written by sector specialists, including the induction process, skill scans and holistic assessment
- Assessment workbooks that help to streamline assessment, by using holistic activities to generate evidence across the whole Apprenticeship, observations and professional discussions
- Web based support for learners and assessors with digital versions of the workbook assessment documentation
- A robust quality assurance model supported by dedicated Apprenticeship Standard Verifiers

### Contact us

To receive a free copy of our employability pack, with an overview of Pearson products and services:

Call us on: 02476 518976  
Email: [wbl@pearson.com](mailto:wbl@pearson.com)



Main Image courtesy of WorldSkillsUK

### FE Week Sudoku challenge

		1	2		5	8		
	2						6	
3			6		8			4
9		5		1		4		2
			7		9			
6		8		2		1		9
7			8		1			5
	9							3
		2	9		3	6		

Difficulty: **EASY**

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

Solutions: Next week

					9		4	
3		2		5	6			
			8	7			3	
1	8					5		
	3	4				1	8	
		9					2	4
	1			6	8			
			5	4		3		7
	5		9					

Difficulty: **MEDIUM**

### Last Week's solutions

7	8	9	2	6	4	3	5	1
5	3	4	8	9	1	7	6	2
6	2	1	7	3	5	9	8	4
8	6	7	1	4	2	5	9	3
4	1	5	3	7	9	8	2	6
3	9	2	5	8	6	4	1	7
9	7	3	6	1	8	2	4	5
1	5	8	4	2	7	6	3	9
2	4	6	9	5	3	1	7	8

Difficulty: **EASY**

5	6	2	4	3	1	9	8	7
3	9	7	8	5	2	4	1	6
1	8	4	6	7	9	5	2	3
6	7	3	2	1	4	8	5	9
2	5	1	9	8	7	6	3	4
8	4	9	5	2	3	2	7	1
7	1	6	5	4	8	3	9	2
9	3	5	7	2	6	1	4	8
4	2	8	1	9	3	7	6	5

Difficulty: **MEDIUM**

### FE Week mini-mascot

Follow the adventures of *FE Week's* biggest and smallest fan!



*"Mostly this week I've been wearing daddy's clothes"*

You can also follow our *FE Week* mini-mascot on Twitter [@daniellinford](https://twitter.com/daniellinford)